

FOURTH FORUM

4TH MARINE CORPS DISTRICT FY04 HEROES
GYSGT. BAKER AND SSGT. LOCKE



4TH QUARTER FY04

4th District Award Standings

GOLD



Maj. Christopher D. Gideons
RS Cleveland
Awards Points: 95.19



Maj. Charles N. Black
RS Raleigh
Contracting Mission: 119.59%
Shipping Mission: 100%

SILVER

Fiscal Year 04



Maj. Calvert L. Worth
RS Detroit
Awards Points: 87.34



Maj. Calvert L. Worth
RS Detroit
Contracting Mission: 116.49%
Shipping Mission: 100%

BRONZE



Maj. James D. Martin
RS Louisville
Awards Points: 84.45



Maj. Christopher D. Gideons
RS Cleveland
Contracting Mission: 113.41%
Shipping Mission: 100%

4th Quarter

(COVER) Photo illustration by
Lance Cpl. Sarah M. Harman.
Photos by Sgt. John Watts and Sgt.
David J. Drafton.

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COLONEL'S REMARKS

In this issue of the "Forum" we recognize FY04's top performers.

I also want to thank everyone for their contributions to the district's recruiting success over the past year.

It is the nature of recruiting duty that we take a moment of satisfaction in a job well done and then immediately look forward to the task at hand.

In FY05, we must focus on the following:

- Quality Production by Phase Line. We must do the hard work necessary to succeed! Make sure activity levels are adequate to meet, and exceed, your contracting mission. **MAKE PHASE LINES.** Our objective is for every canvassing recruiter to write **at least** one contract per phase line, three quality contracts per month.
- Contract Placement and Pool Development. Concentrate on the 30/60/90 day pool — **in that order!** Make sure you are building your pool to support your shipping requirements by category, component, male and female, regular and reserve, as well as being able to meet the Commandant's quality criteria each and every month.
- Use the DEP, PPC, and CDR Programs. I constantly emphasize the importance of "doing the hard work necessary to succeed" but, it is dumb not to work our Programs — programs are our best source for quality referrals and quality contracts. We need to start working smarter.
- Ship to the Plan. Screen your pool continuously — eliminate "surprises." Ship your even-flow requirement each week.

When it comes to production, "mission" is the minimum requirement ... we should expect to overachieve!

QUALITY WITHOUT COMPROMISE!



Sgt. Trent Kinsey

Gunnery Sgt. Edward T. Butler, non-commissioned officer in charge, RSS North Columbus, receives his good conduct medal from Maj. Benjamin Z. Woodworth, commanding officer, RS Charleston, Oct. 4.



Sgt. Scott Whittington

Captain David R. Brothers, executive officer for Recruiting Station Louisville, presents a trophy to Kyle Christian, poolee from RSS Louisville North at the Statewide Poolee Meet at Camp Carlson, Ky., October 9. Christian was also the Iron Man winner.



Sgt. Tiffany K. Carter

Gunnery Sgt. Kevin White, Military Entrance Processing Station Liaison for RS Frederick, poses with Commanding Officer, Maj. Julie Nethercot, and RS Sergeant Major, Ian Hamilton, after retiring at an All Hands Oct. 1.

SERGEANT MAJOR'S MESSAGE



Marines,

Being a Marine is a state of mind. It is an experience some have likened more to a calling than a profession. Being a Marine is not a job, not a paycheck nor an occupational specialty. It is not a male or female, majority or minority nor is it rank insignia.

Stars, bars or chevrons are only indicators of the responsibility or authority we hold at a given time.

Rather, being a Marine comes from the eagle, globe and anchor that is tattooed on the soul of everyone of us who wears the Marine Corps uniform.

It is a searing mark in our innermost being which comes after the rite of passage through boot camp or Officer Candidates School when a young man or woman is allowed for the first time to say, "I am a United States Marine."

Unlike physical or psychological scars which tend to heal and fade in intensity, the eagle, globe and anchor only grow more defined - more intense - the longer you are a Marine. "Once a Marine, always a Marine."

Happy Birthday Marines!

Operation Fix Bayonets - Attack!

**Sergeant Major
David W. Boerst**



Staff Sgt. Nicholas P. McLaren

Gunnery Sgt. James A. Fowler, Information Systems Management chief, is congratulated by 1st Lt. John W. Rutledge, ISMO officer, after his reenlistment Oct. 8 at District headquarters.



Sgt. Tiffany K. Carter

Staff Sgt. Shane Westcalabrese and Staff Sgt. Christopher Workman, recruiters from RS Frederick, schedule an appointment during the first stop of "The President's Own" tour Oct. 2.



Cpl. Amanda L. Gwathney

Corporal Angela J. Lopez, fitness report clerk with 4th Marine Corps District Headquarters, is congratulated by Capt. Frank Brogna, District adjutant, after her reenlistment Oct. 4.

Make pool program max effective

*Master Sgt. Aaron F. Case
4th MCD Contact Team*

One of the most important assets we have in the community and schools is the group of young men and women who have enlisted into the Corps. Their influence on their peers, their knowledge of the area and its people, and their ability to provide referrals is indispensable to a recruiter's success. You must maximize the effectiveness of your pooltees and the Pool Program. Our goal is to generate at least 30 percent of our total new contracts from referrals generated by the pool.

The management of the pool is a dual effort between the noncommissioned officer in charge and the recruiter. While the NCOIC is responsible for the entire pool, the recruiter is responsible for all pooltees he or she has enlisted and any others that have been placed in the recruiter's charge. Contacting, motivating and preparing the pooltees is a team effort.

The goals of the Pool Program are to:

- Get pooltees to refer names of qualified prospects to you, persuade these prospects to enlist in the Marine Corps and have at least 20 percent of your pool working.
- Maintain and enhance the motivation of pooltees while they are in the pool, and to minimize pool attrition.
- Mentally and physically prepare pooltees for recruit training.

To realize the program goals and obtain results from the pool, you must be imaginative and resourceful in contacting, handling and working pooltees. Let's review some proven methods of doing this that are outlined in Volume 1, Guidebook for Recruiters.

At a minimum, contact each pooltee by phone or face to face at least once a week. Personalize the Pool Program by making it responsive to the individual pooltee's needs and situation. Thoroughly brief the pooltee about the purpose, incentives, and scheduled events in the Pool Program. Have monthly pool meetings where pooltees can meet and work together as a team. If feasible, I highly recommend doing this weekly.

Keep pool meetings challenging, fun, and Marine Corps related. Have a schedule, start on time, and stick to it! Pool meetings should always start and finish in a formation. They should have some sort of challenging, yet fun, physical activity. Also include a period of instruction designed to prepare them for recruit training and beyond. It is a good idea to have command recruiters participate in pool functions to use as proof sources. At the conclusion, pass out any awards, remind them of the next pool function, and challenge them to bring a friend.

Establish and maintain a relationship with the pooltee's family and keep them informed about the Pool Program. Make the pooltee feel an important part of the recruiting effort.

Treat pooltees professionally; do not establish a drill instructor to recruit relationship. Strive for a relationship similar to that of a teacher and student. Be friendly but firm.

Show interest in, and concern about, the pooltee's daily activities and welfare, especially with respect to school. Always be honest with pooltees.

Keep them informed. Tell them what the Marine Corps is really like and make them feel proud to be a part of it.

Create a specific program for the pooltees and use them constructively. Remember they have only two things to do while in the pool - refer applicants and get ready, both mentally and physically, for recruit training. For pooltees enrolled in school, develop a relationship with the pooltee's guidance counselor to assist in tracking the pooltee's academic progress.

The bottom line is to take care of your pooltees by keeping them informed, track their progression physically and mentally, and constantly challenge them to improve. The more time and effort you put into this program will result in less time being needed to spend on prospecting and selling. A good pool program will net more than 30 percent contracts and also reduce your pool attrition, thus reducing the contracts you will have to write. A good command-recruiting program starts while they are in the pool, but that's another article. ...

RS Louisville at Riverfest



Photo courtesy of Paul Ludwig

Staff Sgt. James Dunlap, canvassing recruiter with RS Louisville, looks on as a local youth clears his chin over a pull-up bar for the 20th time at the Riverfest 2004 WEBN Fireworks, Sept. 5 in Cincinnati. For 20 pull-ups, the young man earned himself a 'Pain is Weakness Leaving the Body' T-shirt.

Moving up in RS Frederick



Sgt. Tiffany K. Carter

Pool Program Specialist, Gunnery Sgt. William Black, poses with his father Glen and mother Gayle during his promotion ceremony at RS Frederick's All Hands Oct. 1.

Fun for fans, families at Food City's 2004 Family Night

Story and photos by Sgt. Trent Kinsey
Charleston, W.V.

BRISTOL, Tenn. -- Thousands of people crowded the streets here recently to have fun and receive autographs from their favorite NASCAR drivers.

More than 30,000 people packed State Street during Food City's Family Fun Night 2004, Aug. 26.

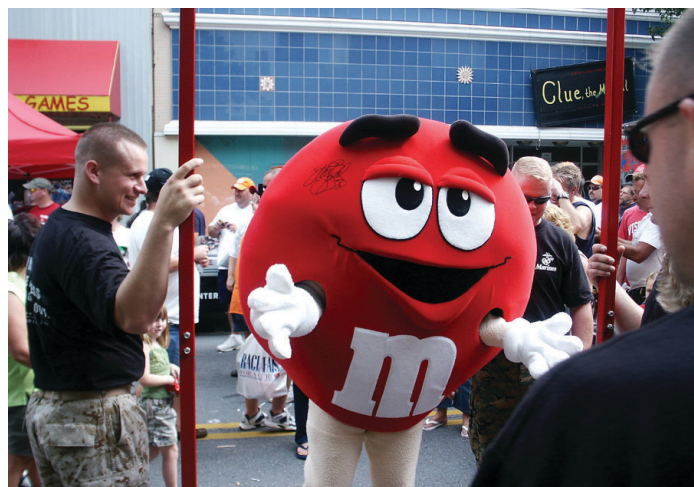
One of the many booths set up at the event didn't showcase a famous driver or NASCAR paraphernalia. The booth belonged to the United States Marines.

Five Marine recruiters from Johnson City, Tenn., were out in the crowd challenging every passerby to take the Marine Corps challenge and see if they could impress them with a flexed arm hang or pull-ups.

"This is a great family event," said Gunnery Sgt. Ronald R. Sewell, noncommissioned officer in charge of RSS Johnson City. "They come here to have fun by challenging each other."

The Marines collected more than 200 contacts last year.

"I hope we get to come out here again next year," said Sewell. "This is the largest event we participate in all year."



Red M&M tries to explain to the Marines of Johnson City, Tenn., why it is hard to do pull-ups with short arms.



(Left) The Virginia-Tennessee state line lies on State Street, the focal point for Food City's 2004 Family Fun Night held Aug. 26.

(Right) Brett Donovan, a Toledo, Ohio, native, struggles to prove his worth to the recruiters of RSS Johnson City with just one more pull-up.



Mally Gent, a Honaker, Va., native and Miss Virginia Teen USA, flexes her muscles for the "Pain is weakness" black t-shirt.



New recruiters get feet wet

*Story and photos by
Gunnery Sgt. Mike Giannetti
Detroit*

DETROIT -- When a Marine gets orders for a new duty assignment it is normally a stressful situation. When a Marine gets orders to recruiting duty the normal pressures of moving a family and learning a new job are compounded by the fear of the unknown and the understanding that there is no room for error.

For two of Recruiting Station Detroit's newest Marines, the trials of recruiting duty are staring them directly in the face.

"When I first told my wife that I was selected for recruiting duty she was excited and scared at the same time," said Staff Sgt. Waldemar "Wally" Velazquez. "She was scared because she knew of the long hours associated with the job and the fact that it would put tremendous pressure on our marriage."

In order to make the transition to independent duty easier for his family, Velazquez made sure he involved his wife and kids in the move process and explained the best he could about the rigors of recruiting.

With eight years under his belt, Velazquez admits recruiting is the toughest thing he has ever done. "Nothing is easy about this job," said the Recruiting Substation Madison Heights recruiter.

He knows he has a lot to learn, which is why he looks to his noncommissioned officer in charge and fellow recruiters to build upon what he learned in recruiters school.



Staff Sgt. John Klacza, a new canvassing recruiter with Recruiting Sub-station Southgate, gives a presentation from the Marine Corps Opportunity Book to a potential poolee. He attributes his success to what he learned in the infantry.

According to Staff Sgt. John Klacza, a new canvassing recruiter at RSS Southgate, he has learned everything from the other recruiters. "Recruiters School teaches you the basics," said Klacza. "To be successful you have to watch, listen and learn. Everyone has different styles so you take a little from everyone, and I feel that will make you a good recruiter."

After only two months on production, Klacza has 11 contracts. He attributes his success to his years in the infantry. "We grunts never quit," smiles Klacza. "Even after we take an objective there's no time to relax. We immediately go back on the offensive for the next objective."

Additionally, Klacza believes being totally honest with kids has helped him. He tells them what they need to hear, not what they want to hear. "When they ask me if they will go to Iraq, I tell them that the Marine Corps will send anyone, regardless of [military occupational specialty] anywhere," said Klacza. "I have seen other branches of the service lie to kids just to get them to join. They know when they are being lied to, and even if they don't, that's not what Marines do."

The eight-year veteran is a native of Chicago and is married with one daughter. He volunteered for recruiting duty to help further his career and get a change of pace. "Everyone asks me how my wife is adjusting," said Klacza. "She loves it here. She is used to me being gone for six months, or a year at a time, so me being home everyday is a great change. I may not ever see her awake, but at least I'm home."

His biggest surprise since being assigned to RSS Southgate is the lack of patriotism. "There are a lot of people who fly the flag in front of their house, but they are ones who hang up on me when I call," said Klacza. "It's very discouraging. That's why it's important for recruiters to take care of each other. You have to work as a team."



Staff Sgt. Waldemar "Wally" Velazquez, a new canvassing recruiter with Recruiting Sub-station Madison Heights, encourages a participant at the Pull-up Challenge during the Detroit Lions Tailgate Bash, an enhanced area canvassing event in Detroit.

OSO Standings

1 OSS Roanoke
Capt. McFaul
8.60



2 OSS Hyattsville
Capt. Beamon
8.50



3 OSS Raleigh
Capt. Walker
7.99



4 OSS Richmond OSO Capt. Mitchell Points 7.79

5 OSS Columbus OSO Capt. Koren Points 6.76

6 OSS Raleigh OSO Capt. Burns Points 6.39

7 OSS Kent OSO Capt. Moore Points 6.34

8 OSS Hyattsville OSO Capt. Richardson Points 5.89

9 OSS Louisville OSO Capt. Rockel Points 5.68

10 OSS Hyattsville OSO Capt. Connor Points 5.68

11 OSS Ann Arbor OSO Capt. Dillon Points 5.45

Season for change

*Master Sgt. Tony Lester
4th MCD Contact Team*

It's that time of year again, schools are open, football season is well under way and things are gearing up for the fall. We, as recruiters, must change with the season as the applicants we are after will change. Their schedules are more stable than before and they are gathered in one place for an extended period of time.

However, we should not look at this as a chance to get back into our same old routine. This is our opportunity to improve our approach, to fine-tune it so we can be more successful in our recruiting efforts.

Most of the articles I have read over my 18 years on recruiting have focused on prospecting. You must prospect around your applicant's schedule. You must use the high school and command recruiting programs. You must use newly enlisted poolees to get referrals. These are all time-tested and proven ways to improve your productivity and I highly encourage you to look at ways to improve in all these areas.

For this article though, I would like to focus on something a little different. We have all heard the story of the two lumberjacks competing to cut down the most trees. Lenard cut all day, never taking a break. He worked very hard and (on several occasions throughout the day) couldn't help but notice the other lumberjack, Tony, sitting behind a tree stump. This left him with a feeling of confidence; he thought that there was no way Tony could beat him taking all those breaks.

As the day went on, Lenard became exhausted but continued to chop as he had all day. The end of the day came and Tony had chopped down twice as many trees as Lenard. Lenard was confused and angry; he couldn't understand how Tony cut more trees than him. He asked Tony what he was doing behind that tree stump; Tony replied, "sharpening my ax." The moral of the story — if you continue to do the same things over and over without striving for improvement, you will never get better at what you are doing.

There are four skill steps in Professional Selling Skills Core: opening, probing, supporting and closing. We will focus on the most overlooked and under practiced skill, opening. A powerful opening will not only set the tone for the entire sales presentation but could put our applicants in a position that forces them to make an immediate decision.

The opening is composed of three steps: propose the agenda; state the value to the customer and check for acceptance. These are pretty simple steps and we are taught the most basic openings at Recruiters School. I see new recruiters using the same openings as veteran recruiters. Unfortunately, it seems that we have one opening for every presentation and every situation we face. This approach is costing us contracts.

We must set the tone and make our intentions clear when we open the presentation, but every applicant and every situation is different and we must make adjustments. Too many times I have seen recruiters use the same opening on an applicant on the first of the month as he did on the last day of the month. Likewise, I have seen presentations used on grads and seniors that were not personalized. A few minor changes would have set the tone for a better outcome. We should practice powerful openings before we do high school talks, telephone calls, or area canvassing. When we don't, we wonder why we have a difficult time gaining and keeping the attention of our audience. If we take a few minutes and look at the situation, we could come up with a powerful opening that would set the tone for a productive presentation, regardless of the venue.

See Change page 9

Kings of 4th District recruiting crowned

*Sgt. John J. Watts
Cleveland*

CLEVELAND - Gunnery Sgt. Mark Baker joined Recruiting Station Cleveland in 1994 and became "Rookie Recruiter of the Year" in 1995. He then went on to be "Recruiter of the Year for Fourth Marine Corps District" in 1996 and was nominated for Recruiter of the Year for Marine Corps Recruiting Command.



Baker wrote 136 contracts during his first tour on recruiting duty. After a three-year break he returned to RS Cleveland in 2001 and became the noncommissioned officer in charge of Recruiting Substation Canton. Just as when he was a recruiter, he distinguished himself as an NCOIC among his peers and superiors.

"Gunny Baker stood out from the crowd by constant supervision and leadership of his Marines," said Master Sgt. William Carter, RS Cleveland recruiter instructor. "He inspires his Marines to have focus and a common goal of success."

Baker's new billet is as the assistant recruiter instructor and Carter has high expectations for the RS's reigning NCOIC of the year.

"Gunnery Sergeant Baker stood out from the crowd by constant supervision and leadership of his Marines," said Carter. "He inspires his Marines to have focus and a common goal of success. As the ARI Gunny Baker is someone who inspires bigger and better things and will make an impact on the recruiting environment. He has wealth of knowledge coming into a job that requires a wealth of knowledge."

Baker says the key to his success has been motivating and inspiring his Marines and reminds other recruiters and NCOICs; "Attitude is everything."

"Most of all I am proud of my recruiters," said Baker. "Without them I wouldn't be here."

*Sgt. David J. Drafton
Raleigh, N.C.*

RALEIGH, N.C. – Recruiting in a predominantly all-Marine town would seem a challenge to most recruiters assigned there, but Staff Sgt. Daniel Locke has found the winning combination to crack the code.

Locke was confronted with a unique area. Recruiting in a Marine locale comes with additional challenges. It requires recruiters to consistently recruit quality contracts while adapting to parents on active duty that might not want their child to follow in their footsteps. He contracted 90 men and women to enlist in the Marine Corps during fiscal year 2004.

"When we get our mission letters, and I tell the recruiters what needs to happen he says 'what do you want from me,'" said Staff Sgt. Paul Glenn, noncommissioned officer in charge, Recruiting Substation Jacksonville.

"Working the streets just outside Camp Lejeune's gates everyday is tireless and most of the time unproductive but that is why I continue to go out there. Because I know that I can make a difference in someone's life," said Locke.

Locke's tireless effort has led to his selection as Recruiting Station Raleigh's Recruiter of the Year for the second year in a row and the recruiter of the year for the Fourth Marine Corps District. Throughout his 28 months as a canvassing recruiter at RSS Jacksonville, Locke has received numerous recruiting awards including Mission Maker Club and Heavy Hitter/Warrior Club.

Working an average of 70 hours a week, Locke continues to make mission. With only eight months left on recruiting duty the Massachusetts native is on pace to earn the Centurion Award.



Civilian of the Year

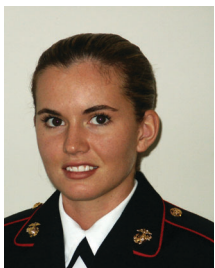
Ms. Robin L. Kovach
District Headquarters



Support Marines of the Year



Sgt. Blanco
District HQ



Sgt. Gannon
RS Baltimore

Change from page 8

The key to developing a powerful opening is proposing the agenda. This is where we can add some passion and set the tone we are looking for. We are not given any restrictions in PSS to keep us from adding to the standard. "What I would like to do today Johnny is to discuss some of the many options available in the Marine Corps. This will allow you to look at some of the options available to you and hopefully give you some good information to make a decision. Is that OK?" Words to that effect are the words I hear most of the time on the road. If we practice consistently and put a little *oomph* in it, we could have much more powerful sales presentations.

Sharpening our saw might change our opening to: "Johnny you know the Marine Corps is one of the most respected organizations in the world. We didn't get this reputation by being indecisive. We became the most respected military organization in the world by looking at a situation, weighing the options, and making a decision. Do you consider yourself a decisive person Johnny? 'Yes' I thought you were, that is why this conversation will be valuable to both of us. I'll give you a lot of information about the Marine Corps and you will be able to make a solid decision. How does that sound?" A sharper opening is more powerful, practical and could increase our ability to attain mission earlier in the month.

Look at the situation you are in and the applicant you are talking to and develop an opening to fit the situation. We must take some time to "sharpen our ax" in order to make ourselves better. Stay motivated!

Fourth Quarter's Top Recruiters

Baltimore



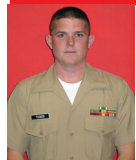
RSS: Wilmington
Recruiter: Sgt. Gonzales

Charleston



RSS: Lancaster
Recruiter: Gunner Sgt. Blackford

Cleveland



RSS: Akron
Recruiter: Sgt. Tucker

Detroit



RSS: Southgate
Recruiter: Staff Sgt. Klacza

Frederick



RSS: Fairfax
Recruiter: Staff Sgt. McClung

Louisville



RSS: Cincinnati
Recruiter: Staff Sgt. Olson

Raleigh



RSS: Jacksonville
Recruiter: Staff Sgt. Locke

Richmond

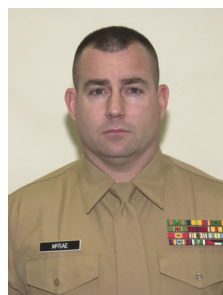


RSS: Chesapeake
Recruiter: Staff Sgt. Brizan

10 or More in the 4th Quarter

Staff Sgt. Murchison
RS Raleigh

Prior Service Recruiter of the Year



Gunnery Sgt. McRae
Washington D.C.

Top Monthly Performers

RS

JULY

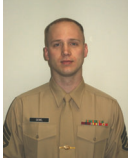
AUGUST

SEPTEMBER

Baltimore	Sgt. Vanhorn (Towson)	Sgt. Lundin (Dover)	Sgt. Barros (Bel Air)
Charleston	Gunnery Sgt. Blackford (Lancaster)	Sgt. Diazbarriga (North Columbus)	Staff Sgt. Caudill (Parkersburg)
Cleveland	Sgt. Tucker (Akron)	Gunnery Sgt. Jackson (Canton)	Staff Sgt. Boone (Akron)
Detroit	Sgt. Damron (Lima)	Staff Sgt. Callis (Livonia)	Staff Sgt. Klacza (Southgate)
Frederick	Gunnery Sgt. Randone (Rockville)	Sgt. Brodie (Woodbridge)	Staff Sgt. McClung (Fairfax)
Louisville	Staff Sgt. Hester (Fairfield)	Staff Sgt. Williams (Louisville North)	Staff Sgt. Holland (Fairfield)
Raleigh	Staff Sgt. Deay (Raleigh)	Staff Sgt. Locke (Jacksonville)	Staff Sgt. Locke (Jacksonville)
Richmond	Staff Sgt. Murchison (Petersburg)	Sgt. Pharis (Richmond South)	Sgt. Smith (Newport News)
PSR	Staff Sgt. Rojopa (Baltimore)	Gunnery Sgt. Huff (Camp Lejeune)	None selected

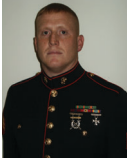
Fourth Quarter's Top NCOICs

Baltimore



RSS: Catonsville
NCOIC: Staff Sgt. Gowd

Charleston



RSS: Parkersburg
NCOIC: Staff Sgt. Caudill

Cleveland



RSS: Canton
NCOIC: Gunnery Sgt. Baker

Detroit



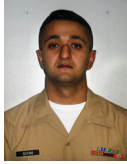
RSS: Mount Clemens
NCOIC: Gunnery Sgt. Griffin

Frederick



RSS: Alexandria
NCOIC: Staff Sgt. Harper

Louisville



RSS: Fairfield
NCOIC: Staff Sgt. Aydyani

Raleigh



RSS: Southern Pines
NCOIC: Gunnery Sgt. Sherrill

Richmond



RSS: Lynchburg
NCOIC: Gunnery Sgt. Byers

New 8412s

Staff Sgt. Williams
RS Detroit

TOP THREE MCRD GRADUATE RATES FOR 4th QUARTER

91.93 Frederick
91.54 Richmond
90.00 Detroit

"OPERATION FIX BAYONETS"



4TH MARINE CORPS DISTRICT

FALL OFFENSIVE 2004

This Fall Offensive focuses on contracting and shipping for NPS Reserves in the first trimester and females in the first trimester.

For detailed information and the latest statistics, access the official Web site at <https://intranet.4mcd.usmc.mil/FBFO/bayonet.asp>

Top Monthly Performers

RS

JULY

AUGUST

SEPTEMBER

Baltimore	Staff Sgt. Romans (Towson)	Staff Sgt. Stepney (Glen Burnie)	None selected
Charleston	Master Sgt. Mankin (South Columbus)	Gunnery Sgt. Richardson (Lancaster)	Sgt. Shaffer (Springfield)
Cleveland	Staff Sgt. Marks (Mansfield)	Staff Sgt. Youngblood (Zanesville)	Gunnery Sgt. Baker (Salem)
Detroit	Gunnery Sgt. Griffin (Mount Clemens)	Gunnery Sgt. Griffin (Mount Clemens)	Gunnery Sgt. Doriski (Toledo)
Frederick	Gunnery Sgt. Corvoisier (Rockville)	Staff Sgt. Harper (Alexandria)	Staff Sgt. Harper (Alexandria)
Louisville	Staff Sgt. Adyani (Fairfield)	Staff Sgt. Adyani (Fairfield)	Staff Sgt. Adyani (Fairfield)
Raleigh	Gunnery Sgt. Sherrill (Sanford)	Gunnery Sgt. Haynes (Winston-Salem)	Staff Sgt. Glenn (Jacksonville)
Richmond	Gunnery Sgt. Runge (Petersburg)	Gunnery Sgt. Byers (Lynchburg)	Gunnery Sgt. Emmert (Charlottesville)
PSR	Gunnery Sgt. Raia (D.C.) NCOIC of the Quarter		

FY 04 NCOIC Standings



RSS Alexandria
Staff Sgt. Harper
RS Frederick
Net APR 2.60



RSS Hickory
Gunnery Sgt. Parris
RS Raleigh
Net APR 2.30



RSS Canton
Gunnery Sgt. Baker
RS Cleveland
Net APR 2.26

RSS	NCOIC	RS	Net APR	RSS	NCOIC	RS	Net APR
4 Medina	Staff Sgt. Horton	Cleveland	2.17	46 Fayetteville	Gunnery Sgt. Atkinson	Raleigh	1.50
5 Livonia	Staff Sgt. Little	Detroit	2.12	47 Goldsboro	Gunnery Sgt. Johnson	Raleigh	1.50
6 Fairfield	Staff Sgt. Adyani	Louisville	2.08	48 Virginia Beach	Gunnery Sgt. Gregory	Richmond	1.50
7 Lynchburg	Gunnery Sgt. Byers	Richmond	2.07	49 Charleston	Gunnery Sgt. Matson	Charleston	1.49
8 Lima	Staff Sgt. Mulet	Detroit	2.00	50 Winchester	Staff Sgt. Boatwright	Frederick	1.48
9 Ypsilanti	Staff Sgt. Goode	Detroit	2.00	51 South Columbus	Master Sgt. Mankin	Charleston	1.47
10 Greensboro	Gunnery Sgt. Quiles	Raleigh	2.00	52 Catonsville	Staff Sgt. Gowl	Baltimore	1.46
11 Mansfield	Staff Sgt. Marks	Cleveland	1.94	53 Dayton	Gunnery Sgt. St. John	Charleston	1.46
12 Fairfax	Gunnery Sgt. Benton	Frederick	1.94	54 Louisville North	Master Sgt. Akernon	Louisville	1.46
13 Charlottesville	Gunnery Sgt. Emmert	Richmond	1.90	55 Richmond South	Staff Sgt. Eaton	Richmond	1.44
14 Pontiac	Master Sgt. Travis	Detroit	1.88	56 Dover	Staff Sgt. Baxley	Baltimore	1.43
15 Toledo	Gunnery Sgt. Mumford	Detroit	1.88	57 Glen Burnie	Staff Sgt. Stepney	Baltimore	1.43
16 London	Master Sgt. Swanner	Louisville	1.87	58 Evansville	Gunnery Sgt. Cutsail	Louisville	1.43
17 Chantilly	Staff Sgt. Marrgaye	Frederick	1.84	59 Concord	Staff Sgt. Coursen	Raleigh	1.40
18 Zanesville	Staff Sgt. Youngblood	Cleveland	1.82	60 Monroe	Sgt. Wittenmyer	Detroit	1.39
19 Mount Clemens	Gunnery Sgt. Griffin	Detroit	1.82	61 Florence	Gunnery Sgt. Franklin	Louisville	1.37
20 Jacksonville	Staff Sgt. Glenn	Raleigh	1.80	62 Waldorf	Master Sgt. Griffiths	Baltimore	1.36
21 Sanford	Gunnery Sgt. Sherrill	Raleigh	1.80	63 Clarksville	Master Sgt. Freeman	Louisville	1.36
22 Fairmont	Staff Sgt. Steger	Frederick	1.79	64 Ohio Valley	Staff Sgt. Eversole	Cleveland	1.34
23 Frederick	Staff Sgt. Johnson	Frederick	1.78	65 Wilmington	Staff Sgt. Balderson	Baltimore	1.31
24 Metro West	Staff Sgt. Schaffer	Cleveland	1.75	66 Woodbridge	Gunnery Sgt. Oliver	Frederick	1.31
25 Lexington	Gunnery Sgt. Deskins	Louisville	1.75	67 Durham	Gunnery Sgt. Callier	Raleigh	1.30
26 Findlay	Gunnery Sgt. Davis	Detroit	1.72	68 Raleigh	Gunnery Sgt. Foster	Raleigh	1.30
27 North Columbus	Gunnery Sgt. Butler	Charleston	1.71	69 Richmond Main	Staff Sgt. Plata	Richmond	1.30
28 Mentor	Staff Sgt. Merola	Cleveland	1.71	70 Huntington	Staff Sgt. Bishop	Charleston	1.27
29 Lorain	Staff Sgt. Breitenbach	Cleveland	1.68	71 Petersburg	Gunnery Sgt. Runge	Richmond	1.24
30 Salem	Staff Sgt. Clear	Cleveland	1.68	72 Roanoke	Staff Sgt. Butt	Richmond	1.22
31 Lancaster	Gunnery Sgt. Richardson	Charleston	1.66	73 Springfield	Staff Sgt. Harper	Charleston	1.20
32 Parkersburg	Staff Sgt. Caudill	Charleston	1.66	74 Danville	Staff Sgt. Sumpter	Richmond	1.15
33 Elizabethtown	Staff Sgt. Bennett	Louisville	1.65	75 Salisbury	Gunnery Sgt. Jahnigen	Baltimore	1.11
34 Fredericksburg	Gunnery Sgt. Golston	Frederick	1.64	76 Eastgate	Staff Sgt. Kolman	Charleston	1.11
35 Chesapeake	Gunnery Sgt. Lane	Richmond	1.64	77 Pikeville	Staff Sgt. Proffitt	Charleston	1.10
36 Johnson City	Gunnery Sgt. Sewell	Charleston	1.63	78 Newport News	Master Sgt. Travers	Richmond	1.10
37 Akron	Gunnery Sgt. Hitchcock	Cleveland	1.63	79 Maple Heights	Gunnery Sgt. Stout	Cleveland	1.06
38 Madison Heights	Staff Sgt. Williams	Detroit	1.63	80 Paducah	Staff Sgt. Hester	Louisville	1.06
39 Rockville	Gunnery Sgt. Corvoisier	Frederick	1.61	81 Rocky Mount	Gunnery Sgt. Crawford	Raleigh	1.00
40 Winston-Salem	Gunnery Sgt. Haynes	Raleigh	1.60	82 Hyattsville	Gunnery Sgt. Scott	Baltimore	0.97
41 Bel Air	Gunnery Sgt. Garner	Baltimore	1.58	83 Cumberland	Staff Sgt. Westcalabrese	Frederick	0.96
42 Warren	Gunnery Sgt. Walker	Detroit	1.57	84 Beckley	Staff Sgt. Johnston	Charleston	0.95
43 Cincinnati	Staff Sgt. Hickman	Louisville	1.57	85 Landover	Gunnery Sgt. Addo	Baltimore	0.91
44 Norwalk	Staff Sgt. Williams	Detroit	1.54	86 Towson	Staff Sgt. Romans	Baltimore	0.91
45 Southgate	Master Sgt. Shueller	Detroit	1.52	87 Norfolk	Staff Sgt. Hooper	Richmond	0.80

*Bold face text indicates 8412 military occupational specialty